

A CONSULTATIVE  
VIRTUAL  
LEARNING  
PROGRAMME

EMPOWERING PEOPLE  
*to learn for change*

# EMPOWERING COMMUNITY ENGAGEMENT PROFESSIONALS

TO SUPPORT ABORIGINAL  
WORKFORCE PARTICIPATION

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AN ACTION LEARNING APPROACH

A PROGRAMME OF



SUPPORTED BY





## PLANNING AND IMPLEMENTING COMMUNITY ENGAGEMENT PROJECTS TO SUPPORT ABORIGINAL WORKFORCE PARTICIPATION.

### ABOUT THIS PROGRAMME

This Empowering Community Engagement Professionals (ECEP) Programme has been customised by Global Centre for Work-Applied Learning (GCWAL) and is delivered in collaboration with the Resources and Engineering Skills Alliance (RESA).

This work-based learning programme will provide community engagement professionals with the opportunity to participate in a collaborative, like-minded community while developing capability to effectively facilitate action learning teams to develop, implement and learn from the implementation of company specific Aboriginal workforce participation strategies.

This work-based learning programme which uses the Action Learning process will:

- focus on organisationally specific real community engagement problems
- encourage innovation and creativity of participants through the sharing of ideas as well as greater collaboration with other participants
- develop creative, flexible and successful plans to pressing issues within their respective organisations
- generate a tangible return on investment through the development and implementation of community engagement projects for their organisations
- provide opportunities for individual and team learning as the participants work on their projects, and
- drive improved practice in supporting Aboriginal people in the workplace.

The programme is delivered online with structured facilitation and guidance. Participants remain **AT WORK** and apply learning to a **REAL** action learning community engagement project. This enables learning to be directly **INTEGRATED** into the participant's work practice.

### WHO SHOULD ATTEND

This programme is designed for Community Engagement professionals who wish to learn how to use the action learning process to undertake a work-based learning project aligned to organisational engagement priorities to achieve project outcomes and invaluable learning outcomes for not only themselves, but also their action learning team members.

### PAST PARTICIPANTS

Past participants who have undertaken similar programmes come from a wide range of organisations including:

- Normandy Mining – Newmont
- Aboriginal Community Organisations, WA and South Australia
- Department of Aboriginal Affairs (DAA)
- Department of Employment, Education and Training (DEET)
- Kuju CDEP, Port Lincoln
- Aboriginal Health Council SA Inc
- Ceduna Koonibba Aboriginal Health Service Inc
- Port Lincoln Aboriginal Health Service
- Aboriginal Sobriety Group Inc.
- Nganampa Health Council
- Pika Wiya Aboriginal Health Service
- Yalata Maralinga Health Service

# HOW DOES THIS PROGRAMME WORK

## PROGRAMME STRUCTURE

This is a **6 month** online programme, during which the participants will identify, plan and implement an Action Learning Community Engagement Project. They will:

- Establish and facilitate an Action Learning team
- Manage quality, scope, time and cost parameters of the community engagement project
- Establish and maintain relationships between Action Learning team members
- Guide the Action Learning team to achieve the intended project and learning outcomes
- Ensure opportunities for effective reflection, review and learning

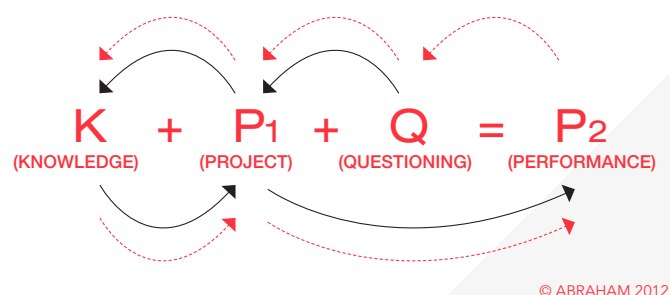
## PROGRAMME KNOWLEDGE (K)

Participants will apply the following programme knowledge in the implementation of their Action Learning Community Engagement project:

- The distinctiveness of work-based learning
- Deciding if Action Learning is right for your organisation
- Co-designing an Action Learning Programme to ensure results
- Implementing strategies for successful Action Learning Programmes
- What Action Learning facilitators do
- Evaluating Action Learning
- Understanding Reflective Practice
- Concepts and Process of Reflective Practice

## CONSULTATIVE WORK-APPLIED LEARNING (WAL) PROCESS

In this programme, participants go through a consultative WAL process as summarised in the learning formula:



Participants will:

- Critically reflect on a problem in their workplace
- Question (**Q**) how to solve the problem
- Define the project (**P1**)
- Reflect and apply the relevant knowledge (**K**) to provide solutions
- Achieve performance outcomes (**P2**) including both individual and team learning plus project and process outcomes.

## LEARNING MATERIALS AND ACTIVITIES

Participants will also engage in:

- Directed reading of relevant articles and other learning materials through the learning management system
- Pre-recorded learning videos and activities to encourage learning and application, critical thinking and reflection.

## GUIDANCE BY GCWAL PROGRAMME FACILITATORS

At scheduled times, participants will be individually guided by experienced GCWAL Programme Facilitators who will help them to reflect on the project. Each facilitator will provide HIGH TOUCH, personalised attention via phone, email and online meetings.

## ENTRY CRITERIA

Participants should be working as Community Engagement Professionals in their organisation AND be able to establish a team (minimum four team members including Aboriginal people) to work with on the Action Learning Community Engagement project at their workplace.

## PROGRAMME DELIVERABLES

Participants will produce a report comprising:

- The plan for their Action Learning Community Engagement project, and
- The initial implementation process, which will include their reflections, and project and learning outcomes.

All participants who have attended the programme will receive:

- a **Certificate of Participation** from GCWAL and Action Learning Action Research Association (ALARA), and
- **Complimentary membership** of ALARA for one year.

## ACTION LEARNING (AL) FACILITATOR CERTIFICATION

All participants who meet the entry criteria for postgraduate study and complete additional conceptual justifications for the deliverables will receive:

- the award of **AL Facilitator** from GCWAL and ALARA, and
- **Complimentary membership** of ALARA for one year.

## PROGRAMME FEES

The fee per participant for this customised programme is **AUD6,500, plus GST**.

## OPTIONAL PATHWAYS

- Participants who have completed this programme have a pathway to the Work-based Manager Development Programme as shown in the diagram.
- Participants who have received certification as an **Action Learning Facilitator** will be given **advanced standing** in the Work-Based Manager Development Programme.
- On completion of the deliverables at postgraduate level in the Work-Based Manager Development Programme, participants will receive certification as an **Action Learning Practitioner**.



## ABOUT



At the **Global Centre for Work-Applied Learning** ([www.gcwal.com.au](http://www.gcwal.com.au)), we empower individuals, teams, and organisations to learn to enable change.

Our suite of learning programmes is designed for a range of people from starting graduates to senior management. Each programme uses our consultative work-applied learning (**WAL**) process to achieve change, whether at an individual, team or organisational level. All programmes are delivered online with inbuilt support from experienced facilitators.



**Resources and Engineering Skills Alliance (RESA)** is the primary skills and workforce development advisory agency for the mining and energy industry sectors in South Australia - providing state representation in national forums and connecting with the best of Australian practice for the benefit of South Australians.

RESA is focussed on providing products and services that support government and industry to meet the workforce and organisational capability requirements of the mining and energy sectors.

## FOR FURTHER INFORMATION ON OUR PROGRAMME, PLEASE CONTACT US:



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